

**COUNTY OF SAN DIEGO, CALIFORNIA**  
**BOARD OF SUPERVISORS POLICY**

**Subject**

Legislative Policy: Workforce Development

**Policy  
Number**

M-61

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**Purpose**

To establish the Board of Supervisors' legislative policy regarding workforce development and to provide guidance to the County's legislative representatives when advocating the County's interests to legislators, other elected officials and policy makers.

**Background**

The County of San Diego is committed to fostering public/private partnerships for the purpose of providing services that are responsive to employers' needs, including the need for a viable workforce to help maintain and promote economic development in the region. Through its partnerships, the County has sought to ensure, to the maximum extent possible:

1. Availability of job training, education, and other services needed by individuals to assist them in obtaining, retaining and advancing in employment to their maximum capacity;
2. Development of a regional comprehensive system of planning and administration used to promote effective and efficient use of regional employment and training resources.

As part of its policy on Self-Sufficiency Programs, the County has been a leader in promoting work, not welfare, through various employment demonstration projects. It is the County's goal that through work concurrent with training to upgrade skills, a CalWORKs recipient will be able to increase self-sufficiency and financial independence, in the most expeditious timeframe possible.

In addition to aiding those currently receiving CalWORKs to move toward self-sufficiency, preventative measures must be undertaken. Programs that link academic and occupational learning are needed to prepare at-risk youth for postsecondary educational opportunities and employment.

**Policy**

The legislative policy of the Board of Supervisors regarding workforce development is to:

**1. Block Grants**

- Support legislation that would mandate a sub-state funding formula with at least 95% of all block grant funds being passed through to the local level.

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- Support legislation that would include a funding formula that ensures equitable distribution of funds at the local level.
- Support legislation that would require the local workforce development board (San Diego Workforce Partnership Inc. in the County of San Diego) to coordinate all planning for the expenditure of block grant funds.
- Support legislation that would eliminate transfer limitations of Workforce Investment Act funds between its programs, allowing for unlimited transfer capability based on local need.

**2. Consolidation**

- Support legislation that would require efficiency and streamlining of workforce development programs and provide funding for such programs, and eliminate excess regulations and eligibility restrictions.
- Support legislation that would require that a consolidated structure be determined at the local level through a public/private partnership of the San Diego Workforce Partnership, Inc. and local elected officials.
- Support legislation that would require that a consolidated workforce development system be performance-based with specific outcome measures.
- Support legislation that would adequately address the needs of all job seekers utilizing the universal access system.
- Support legislation that would link welfare reform to the overall workforce development system.

**3. Local Governance**

- Support legislation that would require that local boards develop local workforce policy, provide overall direction and ongoing coordination. The City and County of San Diego created the Workforce Partnership, Inc. to "Provide for a regional, comprehensive system of planning and administration of education, job training and employment resources."
- Support legislation that would allow for a strong executive committee structure for the local workforce development board.
- Support legislation that would build on and strengthen the role of the private sector as both policy-makers and customers of workforce development.

**4. One-Stop Career Centers**

- Support legislation that would maintain local flexibility and control of One-Stop Career Centers.
- Support legislation that would maintain or increase funding for One-Stop Career Centers.

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**5. Individual Training Accounts**

- Support legislation that would require locally established systems and controls of individual training account systems to guard against fraud and abuse.
- Support legislation that would require individual training account systems to include performance criteria, assuring that individual training accounts are cost effective and provide a positive return on investment.

**6. Youth/School-to-Career**

- Support legislation that would provide priority funding for School-to-Career programs.
- Support legislation that would provide funding for youth programs through the local level workforce development board.
- Support legislation that would fund summer jobs for youth.
- Support legislation that redirects existing funding to bring the community colleges in San Diego County to an equivalent or better level than the rest of the State; and assist in recruitment and marketing efforts in the community colleges.
- Support legislation that involves school-to-career programs to help create a skilled workforce and maintain a manufacturing presence.

**7. Job Creation/Economic Development Funding**

- Support legislation that would provide job creation and economic development funding for welfare-to-work programs.
- Support legislation that would provide funding for welfare-to-work job creation.
- Support legislation that fosters public/private partnerships for the purpose of providing services that are responsive to employers' needs.
- Support legislation that supports a system of workforce training and development services tailored to meet the current and long-term needs of the region's employers.
- Support legislation that advances reform of the Employment Training Panel to develop a more streamlined and user-friendly process.
- Support legislation that would provide incentives for employers to hire welfare recipients and would also permit flexibility for counties to enter into agreements with employers that involve minimal administrative requirements for both parties.
- Oppose legislation that would mandate staffing ratios which result in increased costs without providing incentives or funding.
- Support legislation to expand support for education and training programs to health care professionals.

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- Support efforts to develop alternative mechanisms to address workforce shortages for healthcare workforce shortages by endorsing technological innovations and programs, such as telemedicine and care coordination.

**Responsible Departments**

Chief Administrative Office

Office of Strategy and Intergovernmental Affairs

**Sunset Date**

This policy will be reviewed for continuance by 12-31-15.

**References**

Board Action 8/15/95 (25)

Board Action 4/13/99 (42A)

Board Action 1/13/04 (13)

Board Action 12/11/07 (14)

Board Action 12/09/08 (33)